

## A Study on the Relationship Between Boredom Proneness, Self-Consciousness and Life Satisfaction Among Employees

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### Abstract

*BP is an enduring individual difference feature linked to a variety of detrimental outcomes. It is characterized by both frequent and strong feelings of boredom. SC is the understanding of one's own physical being in a time-space continuum and how it interacts with other people and the surroundings. LS is the attitude and feelings about one's own life. This study investigates the relationship between BP, SC, and LS among employees. The study aims to explore how individual differences in boredom proneness and self-consciousness may influence employees' overall life satisfaction. By examining these variables, this research seeks to contribute to a deeper understanding of the factors that contribute to employee well-being and job satisfaction.*

**Keywords:** Boredom Proneness; Life Satisfaction; Self Consciousness

### 1. Introduction

Boredom at work affects employees globally due to monotonous tasks and lack of challenge, leading to negative outcomes like hostility and procrastination. Research by Farmer, Sundberg, Hill, Iso-Ahola, Weissinger, Watt, Ewing, Rupp, and Vodanovich confirms this. Workplace boredom is when individuals struggle to focus, resulting in job dissatisfaction, anxiety, and sadness. Employees may resort to horseplay and gossip to combat boredom, impacting performance. Repetitive work, micromanagement, lack of career growth, insufficient resources, and limited task control contribute to workplace boredom. People with a high level of boredom proneness may struggle with tasks or get interested in their surroundings, resulting in feelings of restlessness or unhappiness. It is affected by a variety of elements, including personality traits, cognitive styles, and contextual influences. Self-consciousness is a personality process involving consciousness of oneself. Self-consciousness is a desire to be hyper aware of oneself. It displays complexity and consistency of self-concept. It includes awareness of qualities, flaws, and introspection. It involves visualization, appearance awareness, and concern about others' opinions. Self-consciousness is divided into private and public

categories. Private self-consciousness involves awareness of intentions, feelings, and ideas. Public self-consciousness involves awareness of oneself as a social object. Life satisfaction includes the attitudes and feelings about one's own life. It shows how favorable one's attitudes are towards one's own life, relationships, achieved goals and so on. It also measures an individual's ability to cope with his or her life. Life satisfaction includes job satisfaction and general fulfillment. Satisfaction with family, living, and job environments contribute to overall life satisfaction. Life happiness is determined by emotional stability. High life satisfaction leads to awareness and responsibility at work, impacting health. Allan.H.Church study explores the interplay between management self-awareness defined as a degree of congruence in self-reports and others' behavioural ratings—and managing performance. The study attempted to replicate and extend prior research on differences between high-performing (HP) and average-performing (AV) managers in their ability to appropriately analyse their own workplace behaviors. The study highlights the self-awareness as a possible attribute of high-performing managers but does not imply that MSA increases with increased performance. As such, consistency among different

datasets and industries adds to the generalisability of the conclusion that accurate self-assessment leads to greater performance. Watt, J.D and Hargis, M.B , study puts more emphasis on boredom proneness in organizations and calls for research on this type of concept. Findings of the study indicate that boredom as a dispositional factor forms an important part of organizational outcomes. Researchers should also find out on other personality types, such as boredom proneness and trait engagement, for the betterment of workforce productivity and engagement. Jithendra Kumar Singh and Dr. Mini Jain studied on employee attitudes as reflected by company morale - the study explains that in areas like customer service and sales, employee attitudes reflect company morale. Happy employees are most important for making any organization performance-enhancing, customer satisfaction-enhancing, and retention-enhancing. A good work environment with high morale of employees means more productivity and profit. The managers should focus on creating a healthy workplace to get good job satisfaction and better performance. Michelle et.al finding suggest workplace boredom affects the performance of employees. It makes them commit mistakes and reduces productivity, thereby reducing profit for the organization. Boredom results from low arousal and low satisfaction with the task. For this reason, employees need to be involved in meaningful work, and their managers ought to design innovative, supporting work environments to keep such employees happy and free from boredom. The variables boredom proneness, self-consciousness, and life satisfaction are fundamental concepts in psychology, influencing wellbeing. Boredom proneness is frequent and intense boredom, self-consciousness is awareness of thoughts, feelings, and behaviors, and life satisfaction is overall happiness. The study aims to improve organizational tactics for mitigating boredom and emphasizing self-awareness for employee well-being. Understanding workplace well-being is crucial. Findings can help organizations improve productivity and job satisfaction, address boredom and self-awareness, enhance employee engagement and motivation, reduce turnover and absenteeism, create a positive work environment, and

promote life satisfaction. Research on boredom proneness and self-consciousness exists separately, but the intersection with life satisfaction is unexplored and also there lacks researches studied on employees on these variables. Thus the following study aims to evaluate the correlation between boredom proneness, self-consciousness and life satisfaction among employees in an organization [1].

### **1.1. Hypothesis**

- There will be a significant relationship between boredom proneness and private self-consciousness.
- There will be a significant relationship between boredom proneness and public self-consciousness.
- There will be a significant relationship between Boredom Proneness and social anxiety.
- There will be a significant relationship between Life satisfaction and private self-consciousness.
- There will be a significant relationship between Life satisfaction and public self-consciousness.
- There will be a significant relationship between life satisfaction and social anxiety.
- There will be a significant relationship between Boredom proneness and life satisfaction [2-4].

### **2. Method**

The study's sample comprised 207 individuals from various companies in Kerala. Convenience sampling was used in the selection process. Google Forms was used for the online administration of the survey. Before the form was distributed, the participant's consent was acquired. The data was analyzed using SPSS Version 29.0.2.0 (20). This study was conducted using a correlational research approach. The tools used includes the boredom proneness scale by Richard Farmer and Norman D. Sundberg, which has strong construct validity and a reliability of 0.75; Self-Consciousness Scale(revised), Private self-consciousness, public self-consciousness, and social anxiety are subscales of the Self-Consciousness Scale (Fenigstein, Scheier, & Buss, 1975). The subscales' respective reliability scores are 0.75, 0.84, and 0.79;

and Satisfaction with life scale (SWLS), it was developed in 1985 to measure subjective life satisfaction by Ed Diener et al. Test-retest reliability for the scale is 0.82.

**Table 1 Spearman's Correlation Coefficient and p-value of the Subscales of Self-Consciousness with Boredom Proneness and Life Satisfaction**

Variables	Column	Private Self-Consciousness	Public Self-Consciousness	Social Anxiety
Boredom Proneness	p Value	0.024	0.002	<0.001
	r Value	0.157*	0.216**	0.247**
Life Satisfaction	p Value	0.691	0.853	0.989
	r Value	0.028	0.013	0.001

\*\*Correlation is significant at the 0.01 level (2-tailed)

\*Correlation is significant at the 0.05 level (2-tailed)

**Table 2 Spearman's Correlation Coefficient And P-Value of The Subscales Boredom Proneness and Life Satisfaction**

Variables	Column	Boredom Proneness
Life Satisfaction	p Value	0.006
	r Value	(-0.189)**

\*\*Correlation is significant at the 0.01 level (2-tailed)

### 3. Results and Discussion

#### 3.1. Results

The aim of this study was to analyze the significant relationship between boredom proneness, self-consciousness and life satisfaction among employees. The Spearman's correlation and p-value for life satisfaction, boredom proneness, and the Self-Consciousness subscales are displayed in Table 1. Boredom proneness and private self-consciousness have a Spearman's correlation coefficient of 0.157 and a matching p-value of 0.024. Boredom proneness and public self-consciousness have a Spearman's correlation coefficient of 0.216 and a corresponding p-value of 0.002, whereas boredom proneness and social anxiety have a Spearman's correlation coefficient of 0.247 and a matching p-value of 0.001. Life satisfaction and private self-consciousness have a Spearman's correlation coefficient of 0.028 and a corresponding p-value of 0.691. Life satisfaction and public self-consciousness have a Spearman's

correlation coefficient of 0.013 and a corresponding p-value of 0.853. Life satisfaction and social anxiety have a Spearman's correlation coefficient of 0.001 and a matching p-value of 0.989. The Spearman's correlation and p-value between life satisfaction and boredom proneness are displayed in Table 2. Boredom proneness and life satisfaction have a Spearman's correlation coefficient of -0.189 and a matching p-value of 0.006 [5-8].

#### 3.2. Discussion

The purpose of the study was to investigate the relationship between boredom proneness, self-consciousness, and life satisfaction among employees. Table 1 shows that there is a significant relationship between the boredom proneness with private self-consciousness. Hence the hypothesis that there is a significant relationship between boredom proneness and private self-consciousness is accepted. There is a positive correlation between boredom proneness and private self-consciousness at 0.05 level of significance. This might be because people tend to be prone to boredom due to the influence of private self-consciousness, that is the tendency to introspect and examine one's inner self and feelings. They may tend to engage in self-reflection and introspection. They may be more attuned to their internal experiences and emotions. Aljawarneh, A. Y. (2019), the study's findings demonstrated the degree of boredom among students as a result of Lack of internal stimulation (LOIS) with reference to Private self-consciousness (PSC). The study also revealed that individual who experience internal boredom frequently believe they are less capable of resolving issues, achieving their objectives, and facing difficulties on their own. Therefore, it is important to develop Private Self-Consciousness in employees in social and problem-solving abilities in order to advance them. Table 2 also shows there is a positive relationship between boredom proneness and public self-consciousness which is significant at 0.01 level. Hence the hypothesis is accepted. This implies that employees who experience boredom frequently may also be more conscious of their behaviour and image in social contexts. They might worry about how others view them. This indicates that the tendency people to think about those self-aspects that are

matters of public display qualities of the self from which impressions are formed in other people's eyes, here public self-consciousness increases or decreases in accordance to boredom proneness and vice versa. There is a positive correlation between boredom proneness and social anxiety at 0.01 level of significance. Hence the hypothesis is accepted. This suggests that individuals who are prone to boredom may also experience heightened social anxiety. Boredom might exacerbate feelings of discomfort and apprehension in social interactions. People tend to be prone to boredom in accordance with social anxiety. People who were bored tended to engage in self-reproachful behaviour and showed less emotional sensitivity than those who did not score poorly on the concept. Boredom can negatively impact work performance and overall well-being. It can hinder problem-solving skills and reduce motivation. It can also be inferred from the result that, there is no significant relationship between life satisfaction with private self-consciousness, public self-consciousness and social anxiety. Thereby, the hypothesis was rejected. That is private self-consciousness or public self-consciousness or social anxiety has no effect on life satisfaction. On the contrary to our result, a previous study had shown that Life satisfaction was positively correlated with private self-consciousness. It illustrates how individuals believe life to be rich, meaningful, full, or of high quality when they have interior elements of themselves, such as ideas, intentions, and feelings. The results of earlier studies corroborate this outcome. (Mayra & Mondal, 2023). In another study a negative correlation was found between life satisfaction and private self-consciousness, life satisfaction and public self-consciousness and life satisfaction and social anxiety (Harrington & Loffredo, 2001). Given that these characteristics may differ in relation to diverse cultural backgrounds, one possible explanation for our findings might be cultural differences. It's possible that the prior study was carried out in an environment where some qualities of self-consciousness were valued or enhance life happiness. There can be a distinct link between these characteristics in cultures that place a high value on social ties. The inconsistent results

might potentially have also been caused by the sample's characteristics [9-13]. Table 2, shows that there is a negative correlation between boredom proneness and life satisfaction at 0.01 level of significance, it indicates that life satisfaction can be affected by boredom proneness. "Life satisfaction is the degree to which a person positively evaluates the overall quality of his/her life as a whole. In other words, how much the person likes the life he/she leads." (Ruut Veenhoven, 1996). Thus, when boredom proneness decreases, life satisfaction may increase and vice versa. In their study, Spruyt, B., et al. discovered that leisure boredom strongly predicts low life satisfaction even after accounting for people's social, economic, and cultural living environments. Additionally, they proposed that leisure ennui may lower life satisfaction and has a high correlation with it, this finding is in congruent with ours. In their research, Karababa, A., and Taiyli, A. (2020) discovered that a considerable portion of the variance in boredom is connected to life satisfaction. There exists a correlation between life satisfaction and ennui, as evidenced by additional research in the literature. (Farmer & Sundberg, 1986; Arrindell, Heesink & Feij, 1998) According to Doğan and Eryılmaz's (2012) study, life satisfaction and positive emotions have a positive meaningful link, whereas negative emotions and life satisfaction have a negative meaningful association. Poor life satisfaction is linked to issues including alcoholism, smoking, and eating disorders. It is also well known that people utilise these as a coping mechanism for boredom. The study's limitations include the modest size of the sample—roughly 200 employees and the usage of slightly old scale. Another drawback may be the application of convenient sampling. More variables and sample groups might help make this study clearer, according to suggestions for future research. It is possible to utilise assessment instruments with strong psychometric qualities. Further research might be conducted in specific unique circumstances as an alternative to generalised ones.

### **Conclusion**

This study shows intricate connections between employees' life happiness, social anxiety, self-

consciousness, and boredom proneness. Social anxiety and both public and private self-consciousness are positively correlated with boredom proneness. While there is no substantial correlation between life satisfaction and social anxiety or self-consciousness, it is inversely connected with boredom proneness. The absence of a relationship between life satisfaction and self-consciousness raises the possibility that individual traits or cultural circumstances may have different effects on well-being. Future studies might examine these connections in further detail, especially by taking into account contextual and cultural factors that can affect how boredom and self-consciousness affect general life satisfaction.

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